

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**First Floor Conference Room, Oneida County Courthouse**  
**October 26, 2017**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Dave Hintz, Carol Pederson, Sonny Paszak

**LRES COMMITTEE MEMBERS ABSENT:** Billy Fried (excused)

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Linda Conlon (Public Health)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 10:00 a.m. in the First Floor Conference Room of the Oneida County Courthouse. This meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

**APPROVE AGENDA**

Motion by Paszak to approve the amended agenda for October 26, 2017. Second by Pederson. All members present voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Hintz to approve the minutes of October 9, 2017. Second by Pederson. All members present voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

None

**DETECTIVE SERGEANT – VACANCY REVIEW**

Charbarneau states an employee has previously been out on an extended leave of absence but the position is now vacant. Sheriff Hartman requests this position be filled as soon as possible. The Public Safety Committee has already approved filling the position, waiving any waiting periods. Brief discussion held. Motion by Paszak to approve. Second by Hintz. All members present voting 'Aye'. Motion carried.

**WORKER'S COMPENSATION FLAT DIVIDEND**

Charbarneau reports that the county has received a mid-year dividend check from County Mutual due to the Workman's Compensation loss ratio being below 75%. Charbarneau notes that the loss ratio is currently at 15% and if the county continues this low loss ratio, it may see another dividend check for 2017. Discussion held on the Workman's Compensation practice of using the previous three years of claims to determine the current year loss ratio. Charbarneau feels that department heads have improved on timely reporting of injuries, and feels that the County Mutual Careline has been crucial in advising on self-care of injuries whenever possible. Hintz feels the Committee should start receiving a report of current/ongoing Workman's Compensation injuries in order to remain informed. Charbarneau suggests providing this report to the Committee on a monthly basis, listing injuries and costs, and redacting employee names. The Committee concurs with this idea. Smith also suggests listing some information in the employee newsletter about employee injury statistics in order to help make employees more aware of injuries and the costs. Hintz further discussed Charbarneau putting together a report of not just Workman's Compensation injuries but also new or ongoing legal issues the county runs into as a type of "lessons learned" report to the County Board and Department Heads in order to help avoid those types of situations in the future. Further discussion held.

### **2018 RED CIRCLED EMPLOYEE WAGES**

Smith provided a handout of red-circled (above the wage scale) employees and states that during budget hearings, \$5,000 was set aside in the 2018 budget to allow for possible lump COLA (cost-of-living adjustments) for these employees. Budget hearings also set aside a 1.5% COLA for employees that are not red-circled, which would remove four employees from the red-circled list, leaving the current list at nine employees. Charbarneau discussed the matter further, noting that most of the remaining nine red-circled employees are Forestry employees or department heads. During the 2013 Carlson-Dettman wage study, the wage schedules were adjusted which created red-circled employees based on the different changes to the pay scales. Discussion held on how department heads often differ on how they approach high performers and requests for additional pay, with the Committee agreeing that a more consistent plan needs to be put in place. Charbarneau feels that additional training for department heads is needed in order to bring more consistency county-wide to the performance evaluation process. Motion by Cushing to distribute the entire \$5,000 evenly between the remaining red-circled employees and leave the amount per person figure up to Smith, based on the lump and fringe amounts. Second by Pederson. All members present voting 'Aye'. Motion carried.

Charbarneau discussed the previously approved 2.5% Forestry increases for their red-lined employees due to performance and inquired if the Committee wanted to include these employees in the lump payments. Charbarneau clarified that the last motion was a COLA and the Forestry increases were indeed for performance. Discussion held. Motion by Cushing to not give the two red-circled employees in Forestry the one-time COLA lump payment from the \$5,000 if they receive the other 2.5% increase payment. Second by Paszak. All members present voting 'Aye'. Motion carried.

### **RESOLUTION: ALLOCATED ONE TIME, LUMP SUM INCREASE IN 2018 BUDGET**

Per the motion approved in the above topic, the Committee signed the resolution and will forward to the County Board for review at their November 2017 meeting.

### **2018 HEALTH INSURANCE**

Charbarneau provided the 2018 proposed health plan and premiums. The 2018 plan will provide three networks including an Aspirus Network, Ministry/Ascension Network and Broad Network. Premium increases will be 5% for 2018. Charbarneau notes that Marshfield Clinic has now removed themselves from the NEHA Network but Group Health Trust has created a wrap-around network for Marshfield Clinic to be covered under the Broad Network plan. Charbarneau notes that the maximum out-of-pocket amounts, emergency room copay and tier 3 prescription copay increased on the 2018 plan. In-depth discussion held on the plan. Charbarneau also notes that the county will be switching to a new nearsite clinic which insurance will now cover the visit and labs in full; discussion held on the high lab costs employees paid at the Aspirus nearsite clinic. Charbarneau states that the new nearsite clinic will provide much more affordable labs which will save the plan money. Charbarneau also discussed incentivizing plan participants to get their annual exams done at the new nearsite clinic due to the additional cost savings to the plan. Charbarneau discussed the Smart Choice MRI option that will be available to employees on the 2018 plan as well. Discussion held on the pros and cons of incentivizing employees with gift/gas cards versus covering their time off to attend appointments. The Committee agrees that the gift/gas cards are a better option. Charbarneau discussed the mammogram and colonoscopy benefit. Further discussion on plan design and employee contributions for future year plans, in the event premiums continue to rise. Motion by Cushing to approve the 2018 health insurance plan as presented. Second by Hintz. All members present voting 'Aye'. Motion carried.

**DIVERSIFIED BENEFIT SERVICES, INC.**

- INCREASE MEDICAL MAXIMUM FOR 2018: Charbarneau reports that for 2018, the IRS has increase the maximum medical FSA (Flexible Spending Account) amount allowed from \$2,500 to \$2,650. Charbarneau discussed the advantages to increasing the FSA maximum amount. Smith feels increasing the maximum amount will add additional liability to the county. Discussion held. Committee agrees to keep the allowed medical FSA maximum at \$2,500. No motion made.
- RULES FOR HRA AND SECTION 125 HEALTH FSA: Currently, employees are allowed to use HRA (Health Reimbursement Arrangement) or FSA funds towards the HRA eligible portion of their deductible. For 2018, IRS guidelines require that an employee first exhaust HRA monies before FSA funds can be used on the deductible portion eligible for HRA. Discussion held. Motion by Cushing to adopt the new rules as explained by Charbarneau. Second by Pederson. All members present voting 'Aye'. Motion carried.
- FSA AND HRA RENEWAL: DBS (Diversified Benefit Services) is willing to do a contract for a five-year rate freeze for administration of the FSA and HRA plans. Charbarneau notes that there is the ability to opt out of the contract, as long as a 90-day notice is given. Discussion held. Motion by Cushing to stay with DBS for the HRA and FSA services. Second by Paszak. All members present voting 'Aye'. Motion carried.

**PUBLIC HEALTH PRE-EMPLOYMENT AGREEMENT**

Conlon presented a draft pre-employment agreement that she would like to implement for all new Public Health employees. Conlon says she has seen many of her newer professional employees leave due to higher paying jobs and alternative employment, which causes the department to lose money on training. The agreement would require employees that leave within the first two years of employment with the department, to pay back a portion of their training costs. Cushing notes that Social Services has implemented this type of an agreement with new Social Workers and have had success with retaining newer employees. Conlon would like to try using this agreement but if she finds that it makes recruitment more difficult, she is open to changing or removing the agreement. Motion by Paszak to approve the Public Health Pre-Employment Agreement. Second by Pederson. All members present voting 'Aye'. Motion carried. Conlon notes that employment ending due to a loss of grant funding would be an exception from this agreement.

**FUTURE MEETING DATES**

November 8, 2017 at 9:00 a.m.  
November 21, 2017 at 9:00 a.m.

**FUTURE AGENDA TOPICS**

2018 Insurance plans

**PUBLIC COMMENTS**

None

**CLOSED SESSION**

Motion by Hintz, second by Paszak to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility (Topics: Public Health Nurse Compensation) and Section 19.85(1)(f) for considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have a substantial adverse effect on the reputation of the person referred to in such data. (Topic: Medical Leave of Absence Request)

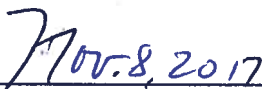
Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 11:32 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Conlon


**ADJOURNMENT**

In closed session, a motion was made by Cushing, seconded by Paszak and unanimously approved to adjourn at 11:39 a.m.

  
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Ted Cushing, Chairman

  
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Date

  
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Jennifer Lueneburg, Committee Secretary

  
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Date